

## 2008 Total Compensation Adjustment

### Unit 1 - Firefighter

### 6.16% Total Compensation Increase

**5.73%      Salary Change**

**Effective 12/16/07**

Total Compensation Element		12/17/2006 Firefighter*	Changes @ 6.160%	12/16/2007 Firefighter*
Salary C-30 Step 5		\$ 8,507	\$ 487	\$ 8,994
<b><u>Mandatory Allocations</u></b>				
PERS **				
Employer PERS Rate 07/07 - 6/08	25.771%	\$ 2,291.53	\$ 146.46	\$ 2,437.99
Alternate Death Benefit	0.128%	\$ 11.45	\$ 0.66	\$ 12.11
Fourth Level 1959 Survivor Benefits		\$ -	\$ 2.40	\$ 2.40
Employer PERS Rate 7/06 - 6/07	25.607%			
Holiday Pay				
13 Days per Year		\$ 425.33	\$ 24.35	\$ 449.68
Vacation Pay				
8 Shifts per Year		\$ 560.88	\$ 32.11	\$ 592.99
Health Workup		\$ -	\$ -	\$ -
Medical Insurance (PERS Min.)		\$ 80.80	\$ 16.20	\$ 97.00
Medical Insurance (City Min.)		\$ 351.66	\$ 23.37	\$ 375.03
PERS Medical Insurance Fund		\$ 2.00	\$ -	\$ 2.00
Psych. Counselling		\$ 0.59	\$ -	\$ 0.59
Retiree Medical		\$ 159.91	\$ 34.21	\$ 194.12
<b><u>Discretionary Allocations</u></b>				
Life Insurance (\$10,000 Coverage)		\$ 3.90	\$ -	\$ 3.90
Medical Insurance#		\$ -	\$ -	\$ -
Uniform		\$ 16.89	\$ -	\$ 16.89
Miscellaneous (Dental, BCN)		\$ 36.00	\$ -	\$ 36.00
<b>Total Compensation</b>		<b>\$ 12,447.58</b>	<b>\$ 766.77</b>	<b>\$ 13,214.35</b>
<p>** PERS rate includes PERS Contribution on Salary, Holiday Pay &amp; Uniform; less 0.035% for not having highest single year.</p>				
<p># Medical Insurance includes Administrative Fee of 0.29% and excludes \$97.00 non-discretionary allocation.</p>				
<p>Between the pay period that includes July 1 of each payroll year and the last full pay period in December of each payroll year, the City pays the full amount of any CalPERS rate increase or reduces its CalPERS payment by the full amount of any rate reduction. On the first day of each payroll year, the salary adjustment form / total compensation schedule will be adjusted to reflect the City's CalPERS rate from the period of July 1 of the previous year through June 30 of the current year.</p>				